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MEMORANDUM FOR: Deputy Director of Central Intelligence

SUBJECT:

Termination of Agency Employees

REPERENCE:

Memo to BDGI from IG, dated 24 Feb 56, same subject

- 1. This memorandum returns referenced report for HDCI approval and substits an additional recommendation. Such recommendation is contained in paragraph 4.
- 2. I have discussed this report with the Director of Personnel and the General Counsel and we have concluded that the recommendations made therein can be adopted without foreseeable difficulty.
- 3. In elaboration of recommendation 2% of the report, concerning the use of the Director's special authority for terminations for administrative reasons, it is our view that emphasis should be placed on line, rather than Board, action in such cases. The use of the Board procedure may tend to encourage supervisors to evade their responsibilities in such cases by referring them to a Board for resolution. If proper line action has been (pur CA) taken, the Tenly real purpose served by invoking the Director's authority is to foreclose those individuals who otherwise would have a right to appeal to the Civil Service Commission from so appealing. This right of appeal to the Civil Service Commission extends to these individuals who are entitled to veteran preference either on the basis of their can military service or of their relationship to a deceased or disabled veteran. Exercise of this right of appeal emposes the entire case to review by the Civil Service Commission with consequent danger of revealing intelligence sources or methods.

4. Accordingly, it is recommended that each proposed termination for administrative reasons, including mediocrity, be treated as a line action in accordance with the procedures contained in

The recommendation in paragraph 4 is approved as amended. (put)

Signed

I' K' MILLE Deputy Director (Support)

Signed C. P. CABELL

Lieutenant General, USAF Deputy Director of Central Intelligence 11 MAY 1956

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PECTUSED PRODUCTION FOR ADMINISTRATIVE REASONS

Individual Entitled to CSC Appeal

Individual Not Entitled to CSC Asses

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- 1. Supervisor initiates charges and recommends termination.
- 2. Director of Personnal reviews for sufficiency and adequacy and determines under which sutherity final decision should be made.
- 3. Supervisor prefers charges.
- 4. Employee has opportunity to request hearing in reply to charges.
- 5. Hearing, if requested, before Advisory Committee appointed by Director of Parenmel.

Consideration of employee's reply and of recommendation of divisory Consittee with decision by Rivector of
Paragranel.

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- 6. Consideration of employests reply and of recommendation of Advisory Consittee, with decision and action by the Director of Parsonnel.
- 7. Appeal, if may, to BCI.

- 8. Action by DCI.
- 9. Appeal, if any, to DCI.

SUBJECT: Termination of Agency Reployees

CRICINATING OFFICER:

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